

State of Washington  
Dept. of Fish and Wildlife  
invites applications for the position of:  
**SCIENTIFIC TECHNICIAN 3 \*06803H**



**SALARY:** \$2,789.00 - \$3,631.00 Monthly

**OPENING DATE:** 07/09/14

**CLOSING DATE:** 07/20/14 11:59 PM

**DESCRIPTION:**



**Our Mission**  
To preserve, protect and perpetuate fish, wildlife and ecosystems while providing sustainable fish and wildlife recreational and commercial opportunities.

**Vision**  
Conservation of Washington's fish and wildlife resources and ecosystems.

The Washington Department of Fish and Wildlife (WDFW) is dedicated to protecting native fish and wildlife, and providing sustainable fishing, hunting, and wildlife viewing opportunities for millions of residents and visitors. Working throughout the state, WDFW's employees: field biologists, enforcement officers, land stewards, lab technicians, customer service representatives and others – manage hundreds of fish and wildlife species, maintain nearly a million acres of public wildlife lands, provide opportunities for recreational and commercial fishing, wildlife viewing and hunting, protect and restore habitat and enforce laws that protect fish and wildlife resources. Find out more about us and the important work we are a part of at [www.wdfw.wa.gov](http://www.wdfw.wa.gov).

**Scientific Technician 3  
(Full-time; Permanent)**

The Department of Fish and Wildlife is recruiting to fill one full-time, permanent Scientific Technician 3 position located in the Habitat Program. The duty station is in the Natural Resources Building, Olympia, Thurston County.

This position reports to the Fish Passage Inventory Coordinator within the Restoration Division of the Habitat Program. This position participates in fish passage inventories designed to locate and assess natural and human made in-stream features that may pose a passage problem for anadromous and resident salmonids. This position may also participate in Hydraulic Project Approval compliance and effectiveness monitoring.

The work will typically be Monday through Thursday, 40 hours per week, but applicants must be able and willing to work alternative work schedules including nights and/or weekends, and travel including overnight stays.

**DUTIES:**

This position is responsible for conducting fish passage inventories to locate and assess natural and human-made in-stream features that may pose a passage or entrainment problem for salmonids. Fish passage

inventories support prioritization and implementation of fish habitat enhancement and recovery projects in Washington. This position may also collect monitoring data on hydraulic project approval permits issued by WDFW.

This is primarily a field position, with approximately 80% of the work to be conducted in field conditions, year round. Approximately 20% of the week is spent in the office entering data and preparing summary reports. The successful candidate must be willing and able to adapt to flexible work schedules, work along busy state highways, work long hours in adverse weather conditions, and walk streams to take measurements. Walking streams requires safely moving through thick vegetation, climbing over and around log jams, wood debris and walking on uneven terrain and slippery surfaces while carrying up to 30lbs of field gear.

Principal activities include:

- Independently plan, organize, and conduct advanced on-site evaluations (e.g. slope, velocity, substrate composition) using prescribed protocols and procedures to inspect, analyze, and report human-made structures including (but not limited to) culverts, dams, bridges, fishways, lake outlet screens, and surface water diversions on streams.
- Use on-site measurements and information to determine the application of the appropriate protocol and techniques for collecting data to assess stream crossings for fish passage. Analyze data to determine barrier status and fish habitat impacted.
- Process physical and biological stream data using established protocols and procedures in Excel spreadsheets. Organize and enter data into the Fish Passage Diversion Screening Inventory (FPDSI) Microsoft Access database.
- Use GIS software (ArcMap) to analyze data and create maps of assessment sites and fish passage features.
- Conduct physical habitat assessments (e.g. stream width, depth, and substrate) to evaluate the extent of fish use in streams associated with stream crossings.
- Provide technical assistance to other Environmental Restoration Division staff members in the inventory and evaluation of fish passage barriers and water diversions and conduct training of barrier assessment and habitat quantification techniques for co-workers and new hires.
- Collect on-site data that will be used to determine compliance rates for permitted projects.

**QUALIFICATIONS:**

**Education/Experience:**

- HS diploma or GED including one year of high school science, and 4 years of experience as a Scientific Technician or equivalent.
- College coursework involving major study in biology, zoology, fisheries, chemistry, natural sciences, or closely allied field will substitute, year for year, for experience provided the coursework includes at least six semester or nine quarter hours of natural or environmental science classes. *Note: while a college degree is not required, it is strongly preferred.*

A valid driver's license. (If selected for an interview, you may be asked to furnish your license and driving record.)

**Ability to:** think critically; collect, record, and compile data; perform work in a safe manner; work independently and as part or leader of a team; accept and provide supervision; follow prescribed protocols and procedures; follow oral and written direction; develop and maintain positive, productive, respectful working relationships with coworkers, collaborators, and local landowners; make independent judgments in the field; perform a variety of outdoor work in inclement weather; tolerate difficult and sometimes tedious work conditions; abide by all applicable agency policies.

**Competencies**

Well qualified applicants will demonstrate competencies in the following areas:

- Thorough understanding of the WDFW's Fish Passage Barrier and Surface Water Diversion Screening Assessment and Prioritization methodologies and protocols.
- Ability to use independent judgment to handle situations encountered in the field that are not addressed in the WDFW Fish Passage Barrier and Surface Water Diversion Screening Assessment and Prioritization manual.
- Understanding of the freshwater habitat requirements and life histories of Washington's native salmonids.

- Ability to observe and assess condition or quality of spawning and rearing habitat for Washington native salmonids.
- Ability to observe and identify the various fish species found in Washington.
- Ability to perform advanced data collection and analysis in barrier determination of human-made instream water features.
- Ability to interpret aerial photographs and topographic maps and to navigate using said maps; accurately measure features on the maps.
- Proficiency in the use of laser survey equipment, digital cameras, and GPS systems.
- Proficiency in the use of Microsoft Office and ArcMap software.
- Must be self-motivated, reliable, punctual, and demonstrate good scientific ethics and integrity.

## **SUPPLEMENTAL INFORMATION:**

### **Working Conditions**

The successful candidate must be willing and able to:

- Safely work in all weather conditions including extreme heat or snow and sometimes over difficult terrain and surfaces up to 80% of the time.
- Work schedule is typically 7:00 AM – 5:30 PM, Monday – Thursday, though may include some evening hours.
- Transport equipment weighing up to 30 pounds over long distances and uneven terrain.
- Travel by vehicle up to 200 miles per day to survey locations.
- Safely operate motor vehicles.
- Work both independently and in a team environment.
- Communicate effectively with co-workers, other agency staff, and the public.

### **Union**

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP). As a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

### **How to Apply:**

To apply for this position you **MUST** complete your profile at [www.careers.wa.gov](http://www.careers.wa.gov) and attach the following to your profile before completing the online application:

- A cover letter describing how you meet the qualification of this position (generic cover letters will not be accepted)
- A current resume (please make it succinct)
- Three professional references (personal references do not count as professional references)

**Please note: *Failure to follow the above application instructions will lead to disqualification.* E-mailed documents will not be accepted in lieu of attaching your documents to the online profile.**

Upon submission of your online application, you will immediately receive a confirming e-mail. You will then be notified via e-mail of your status during the process. In addition to the e-mail notifications, you can check the status of your application at any time by visiting your online profile at [www.careers.wa.gov](http://www.careers.wa.gov). Due to the high volume of applications that we receive, we ask your understanding and encourage you to use the online process and avoid calling for information.

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.

## **SCIENTIFIC TECHNICIAN 3 \*06803H Supplemental Questionnaire**

- \* 1. What best describes your level of education:
  - ☐ High school diploma or GED
  - ☐ Associate degree
  - ☐ Bachelor degree
  - ☐ Master's degree or higher
  - ☐ I am currently attending college
  - ☐ None of the above
- \* 2. If you hold a degree or are attending college, please list your major, graduation date or anticipated graduation date. If you do not have a degree or are not attending college, please indicate by placing N/A.
- \* 3. What best describes your work experience conducting fish habitat surveys and collecting habitat data? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part-time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience). Do not count experience that was a part of your educational requirements.
  - ☐ I have less than 12 months of experience
  - ☐ I have 12 – 23 months of experience
  - ☐ I have 24 – 35 months of experience
  - ☐ I have 36 – 47 months of experience
  - ☐ I have 48 or more months of experience
  - ☐ None of the above
- \* 4. Please briefly describe your experience conducting fish habitat surveys and collecting habitat data. Include the type of survey conducted, the data collected, and where and how you obtained this experience.
- \* 5. Please briefly describe your knowledge of the WDFW Fish Passage Barrier and Surface Water Diversion Screening Assessment and Prioritization methodologies and protocols, or similar document. Include how you gained this knowledge.
- \* 6. What best describes your level of proficiency using ArcMap software?
  - ☐ Beginner
  - ☐ Intermediate
  - ☐ Advanced
  - ☐ I do not have this type of experience
- \* 7. Please briefly describe your experience working with ArcMap software.
- \* 8. Please briefly describe your experience navigating to/from remote locations using maps, aerial photography, compass, GPS, or other means. Include the type of tool/equipment used and how you obtained your experience.
- \* 9. What best describes your experience conducting geological or geographic surveys such as measuring stream cross sections? Experience is based on full time equivalency (i.e., 40 or more hours/week). Part-time work is prorated (e.g., 20 hours/week for 6 years = 3 years of experience).
  - ☐ I have less than 12 months of experience
  - ☐ I have 12 – 23 months of experience

- ☐ I have 24 – 35 months of experience
  - ☐ I have 36 – 47 months of experience
  - ☐ I have 48 or more months of experience
  - ☐ None of the above
- \* 10. Please briefly describe your experience conducting geological or geographic surveys such as measuring stream cross sections. Include the type of survey conducted, the data collected, and how you obtained this experience.
- \* 11. Please briefly describe your experience conducting field surveys and collecting data. Include the type of survey conducted, the data collected, and where and how you obtained this experience.
- \* 12. Are you willing and able to work in all weather conditions including extreme heat, cold, and rain, and over difficult terrain and/or in streams up to 80% of the time?
- ☐ Yes   ☐ No
- \* 13. Are you willing and able to work alternative work schedules, including nights and weekends?
- ☐ Yes   ☐ No
- \* 14. Are you willing to travel up to 200 miles each day to survey locations?
- ☐ Yes   ☐ No
- \* 15. Are you willing and able to travel up to 4 days per week with overnight stays?
- ☐ Yes   ☐ No
- \* 16. Have you been convicted of a misdemeanor or felony within the last (10) years?  
(Answering yes will not automatically bar you from employment)
- ☐ Yes   ☐ No
- \* 17. Do you possess a valid Washington State, or other state, driver's license? (If selected for an interview, you may be asked to furnish your license and driving record.)
- ☐ Yes   ☐ No
- \* 18. Please verify that you have included the following information in your online application:  
1) A chronological resume OR a completed online profile that includes education and employment history 2) A detailed cover letter describing how you meet the qualifications for this position. 3) Detailed responses to all supplemental questions. 4) Three professional references.
- ☐ Yes   ☐ No
- \* Required Question